



PS CAREER PATH SELECTED RESERVE (SELRES)

Personnel Specialists (PS) provide enlisted personnel with information and counseling related to Navy occupations, opportunities for general education and job training, requirements for advancement, rights and benefits. PSs maintain and audit pay and personnel records of military personnel, determine military pay and travel entitlements and deductions. They prepare the financial/accounting reports related to individual pay and travel transactions and operate associated accounting systems. They also assist enlisted personnel and their families with special problems or personal hardships.

YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO PROMOTE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/SHORE ROTATION	TYPICAL CAREER PATH DEVELOPMENT
26-30	PSCM	19.2 Yrs.	CSEL	N/A	Billet: CSEL
23-26	PSCM PSCS	19.2 Yrs. 17.1	CSEL	N/A	Billet: CSEL/LCPO Duty: Any Augment/ Commissioned Unit Qualifications: NEC 8CMC, 8CSC
20-23	PSCM PSCS PSC	19.2 Yrs. 17.1 15.9	CSEL	N/A	Billet: CSEL/LCPO Duty: Any Augment/ Commissioned Unit Qualifications: NEC 8CMC, 8CSC, 8SEA, 8LDC, CPO C-NLDF
16-20	PSCS PSC PS1	17.1 Yrs. 15.9 11.6	CWO, CSEL	N/A	Billet: CSEL/LCPO Duty: Any Augment/ Commissioned Unit Qualification: NEC A01A, 791F, 802R, 805A, 807R, 8CSC, 8SEA, 8LDC, C-NLDF
12-16	PSCS PSC PS1	17.1 Yrs. 15.9 11.6	OCS, LDO, CWO	N/A	Billet: LPO/LCPO Duty: Any Augment/ Commissioned Unit Qualification: NEC A01A, 791F, 802R, 805A, 807R, 8CSC, 8SEA, 8LDC, C-NLDF
8-12	PSC PS1 PS2	15.9 Yrs. 11.6 6.2	STA-21, OCS, LDO	N/A	Billet: LPO/LCPO Duty: Any Augment/ Commissioned Unit Qualification: NEC A01A, 791F, 802R, 805A, 807R
4-8	PS1 PS2	11.6 Yrs. 6.2	STA-21, OCS, Naval Academy	N/A	Billet: LPO/ALPO/Clerk Duty: Any Augment/ Commissioned Unit
1-4	PS2 PS3	6.2 Yrs. 30 Mos.	STA-21, OCS, Naval Academy	N/A	Billet: LPO/Clerk Duty: Any Augment/ Commissioned Unit
1+/-	PSSN PSSA Accession Training	18 Mos. 9		N/A	Recruit Training and all schools or training events required to be completed prior to reporting to their first operational command.

Notes:

1. "A" School is NOT required.

2. Rating NECs Held:

A01A: Personnel Specialist Advanced Disbursing Operations
791F: Command Pay and Personnel Administrator (CPPA)
802R: Classification Interviewer
805A: Instructor
807R: Reserve Career Information Program Advisor



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NEC Notes:

- (1) NEC not mandatory to SELRES billets – NEC may be previously earned on Active Component and carried over to Reserve Component affiliation.
- (2) Special consideration should be given for NECs 791F and 807R.
3. SELRES PSs may fill YN, LN, MC, or RP billets.
4. SELRES PSs fill Individual Augmentation (IA) billets requiring admin/personnel/manpower/financial accounting and may fill “Any Sailor” type billets.
5. Special consideration should be given to SELRES PSs who have completed Personnel Specialist Personnel Qualification Standard (PQS) - NAVEDTRA 43247 series.
6. Special consideration should be given to SELRES PSs who have completed the Navy Reserve Activity Staff Personnel Qualification Standard (PQS) - NAVEDTRA 43075-A.
7. Special consideration should be given to SELRES PSs who qualify for a warfare designation if assigned to a command with an available program.
8. Billet Definition: Displayed sustained superior performance while assigned to an augment unit supporting NPC, TPU, DFAS or ECRC (i.e. NR NPC NPPSC) should be given special consideration; these assignments support the primary mission and are foundational for the PS rating.

Considerations for advancement from E6 to E7

Highly competitive candidates for selection as a Chief Petty Officer have met many or all of the following milestones:

- Advanced Leader Development Course (ALDC) graduate.
- Documented leadership and mission impact serving in key leadership positions (LPO/Assistant LPO).
- Assistant/Command Collateral Duty with documented impact.
- Documented Peer Group Organization involvement and documented impact (e.g. FCPOA, JEA, MWR, CSADD, etc). Special consideration should be given to those in leadership positions.
- Sailor 360 with strong involvement and documented impact. Special consideration should be given to those in leadership positions.
- Demonstrated institutional expertise through completion of Reserve Pay and Personnel Management course, Professional Military Education [e.g. Introductory Professional Military Education (IPME), Basic PME (BPME), Primary PME (PPME), Joint PME (JPME)] or higher civilian education.

Considerations for advancement from E7 to E8

Highly competitive candidates for selection as a Senior Chief Petty Officer have met many or all of the following milestones:

- Senior Enlisted Academy (or other service equivalent) graduate. NEC: 8SEA.
- Chief Petty Officer Leader Development Course (CPOLDC) graduate. NEC: 8LDC.
- Documented leadership and mission impact serving in key leadership positions as Department/Division LCPO or Unit SEL; National or Regional Staff positions.
- Major Command Collateral Duty with documented impact.
- Documented Peer Group Organization involvement and documented impact (e.g. CPOA, JEA, MWR, CSADD, etc). Special consideration should be given to those in leadership positions.
- CPO Initiation with strong involvement and documented impact. Special consideration should be given to those in leadership positions.



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- Sailor 360 with strong involvement and documented impact. Special consideration should be given to those in leadership positions.
- Demonstrated institutional expertise through completion of SEJPME, Reserve Senior Enlisted Management (RSEM), advanced civilian education, and/or rate-related certifications.
- Special consideration should be given to SELRES PSs who have completed Command Navy Leader Development Facilitator (C-NLDF) certification and have facilitated multiple courses with documented impact.

Considerations for advancement from E8 to E9

Highly competitive candidates for selection as a Master Chief Petty Officer have met many or all of the following milestones:

- Senior Enlisted Academy (or other service equivalent) graduate NEC: 8SEA.
- Documented leadership and mission impact serving in key leadership positions as Unit SEL; National or Regional Staff positions.
- Major Command Collateral Duty with documented impact.
- Documented Peer Group Organization involvement and documented impact (e.g. CPOA, MWR, etc). Special consideration should be given to those in leadership positions.
- CPO Initiation with strong involvement and documented impact. Special consideration should be given to those in leadership positions.
- Sailor 360 with strong involvement and documented impact. Special consideration should be given to those in leadership positions.
- Demonstrated institutional expertise through completion of SEJPME, Reserve Senior Enlisted Management (RSEM), advanced civilian education, and/or rate-related certifications.
- Special consideration should be given to SELRES PSs who have completed Chief Petty Officer - Command Navy Leader Development Facilitator (CPO C-NLDF) certification and have facilitated multiple courses with documented impact.

Commissioning/Other Special Programs:

Commissioning Programs - [Commissioning Programs \(navy.mil\)](#)

CSEL Program - [Pages - CMC CSC Program \(navy.mil\)](#)